

Fig. 1

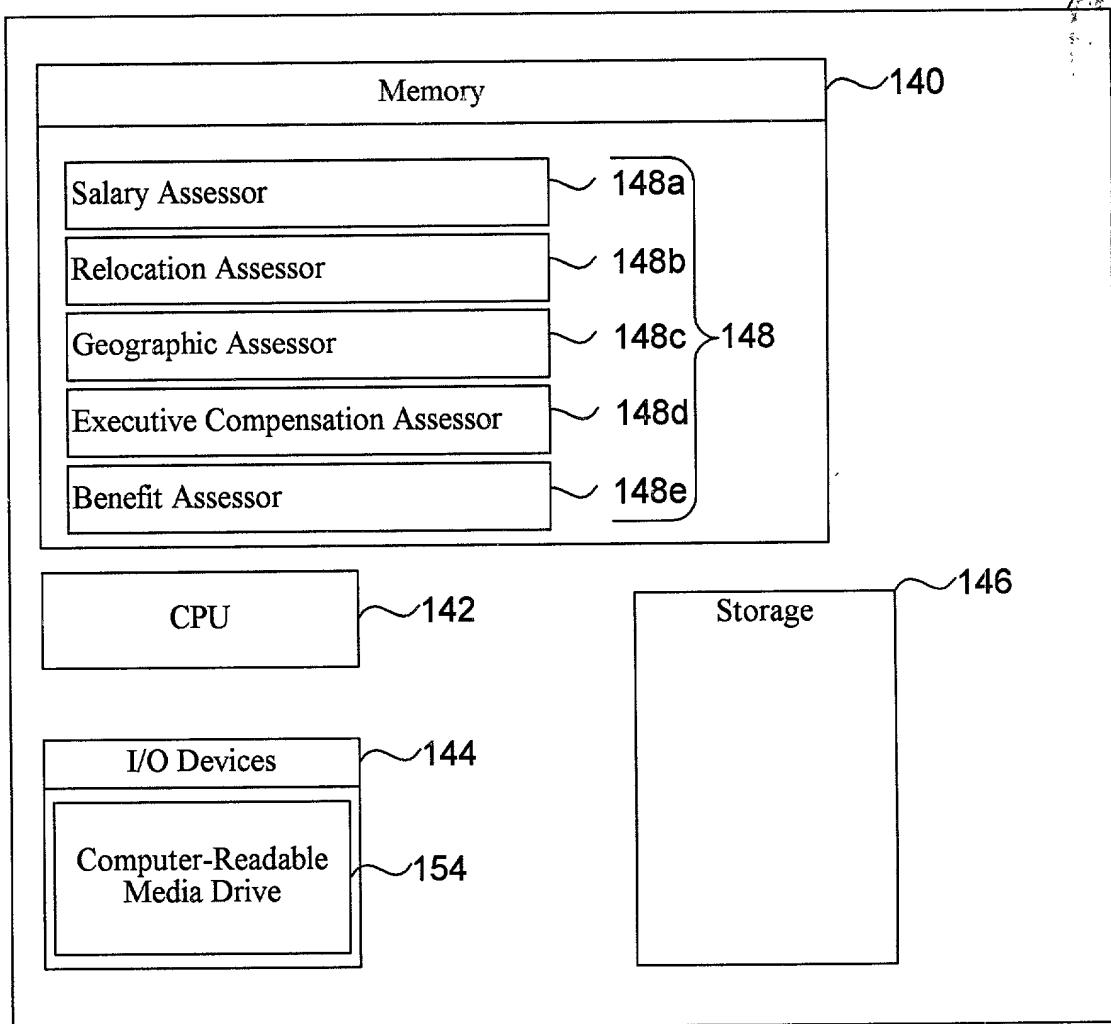


Fig. 2

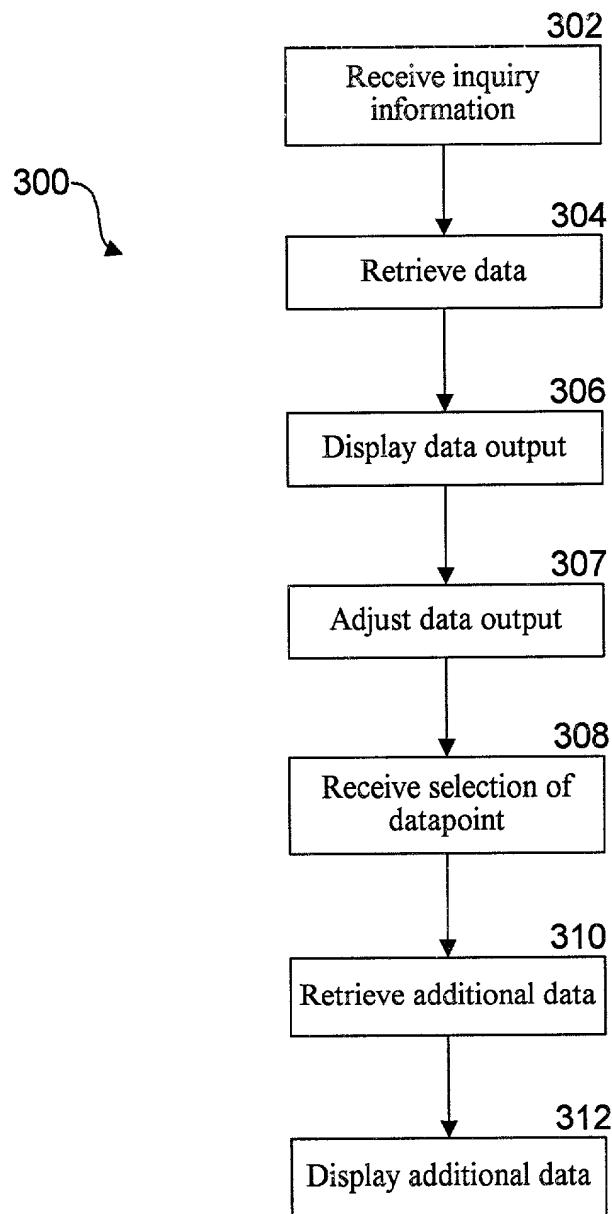


Fig. 3

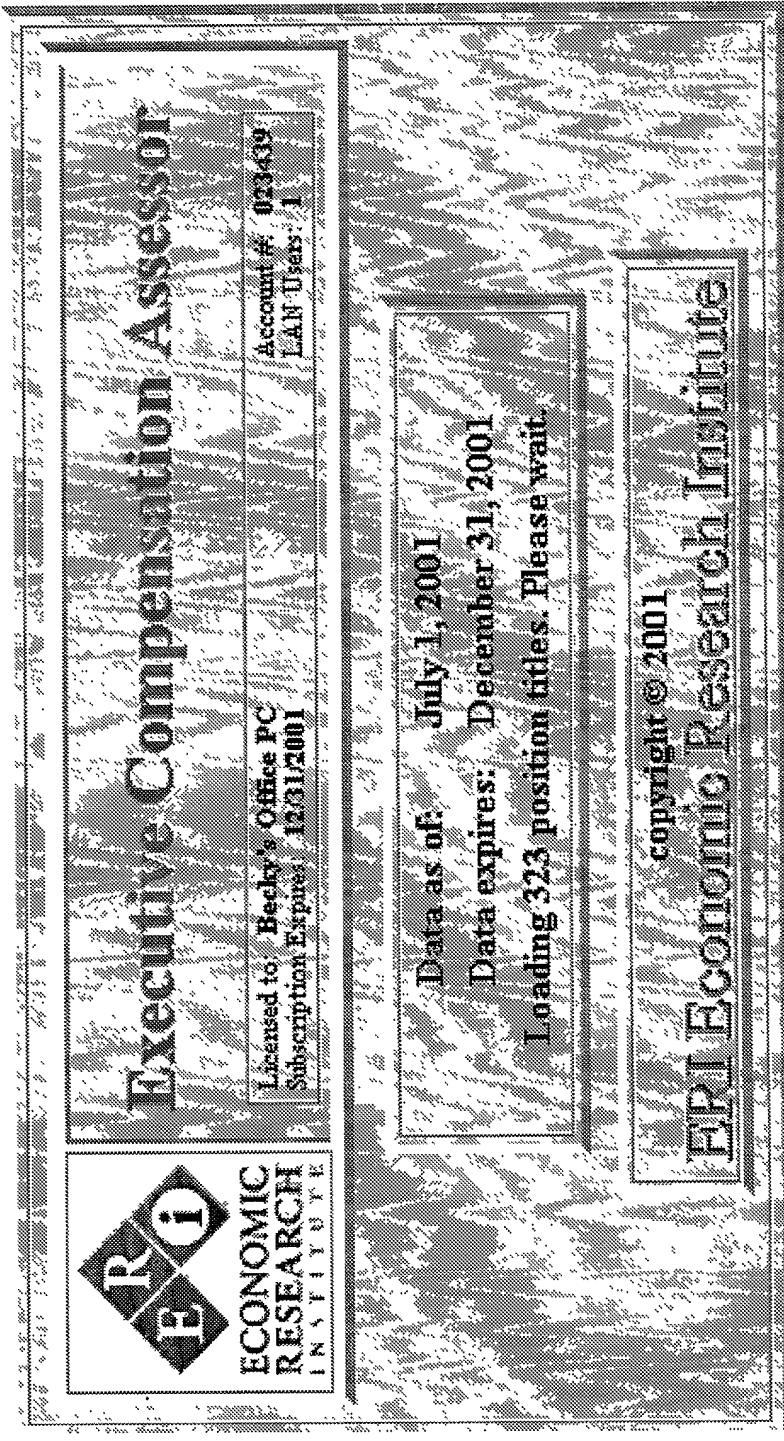


Fig. 4A

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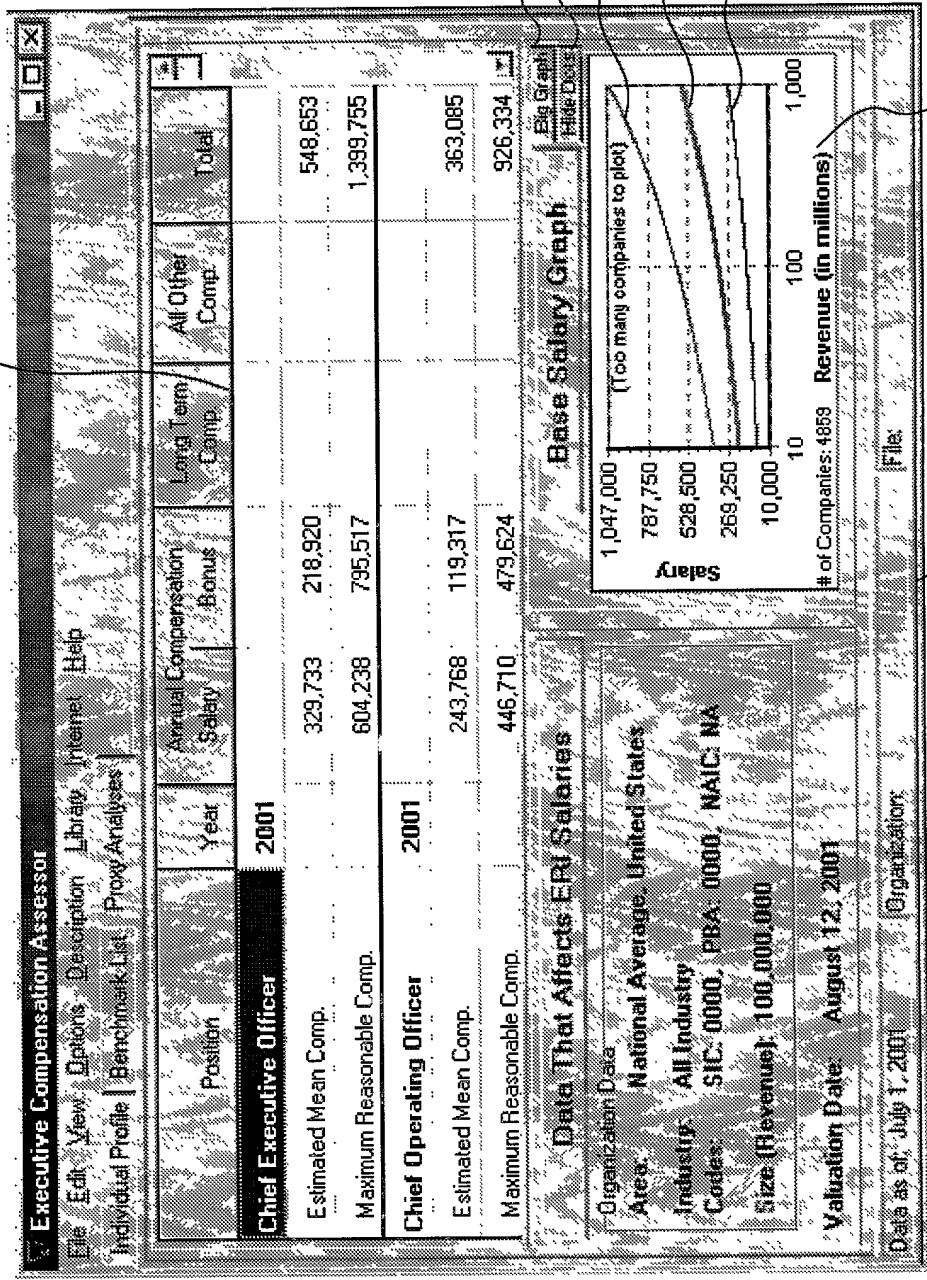


Fig. 4B

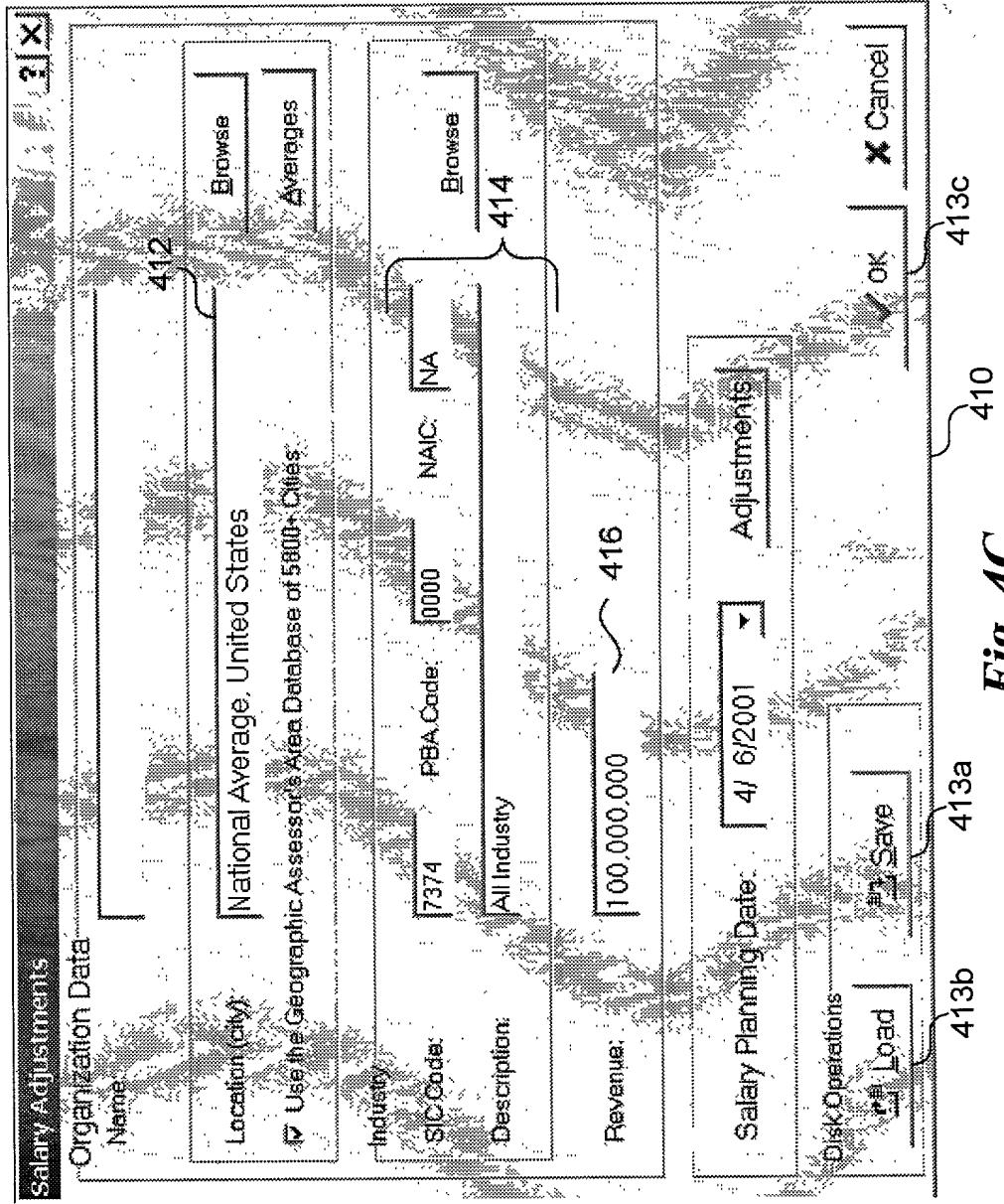


Fig. 4C

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408a

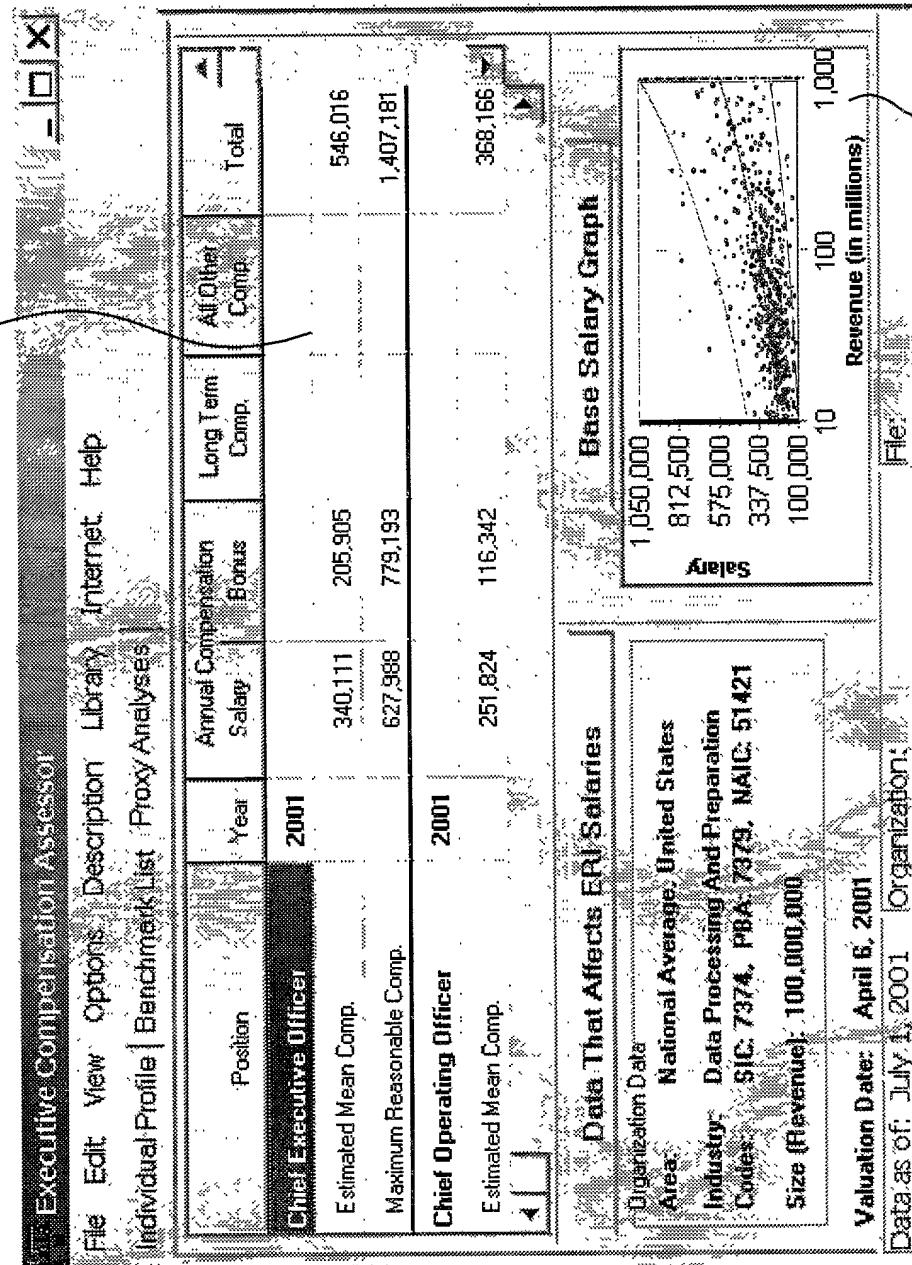


Fig. 4D

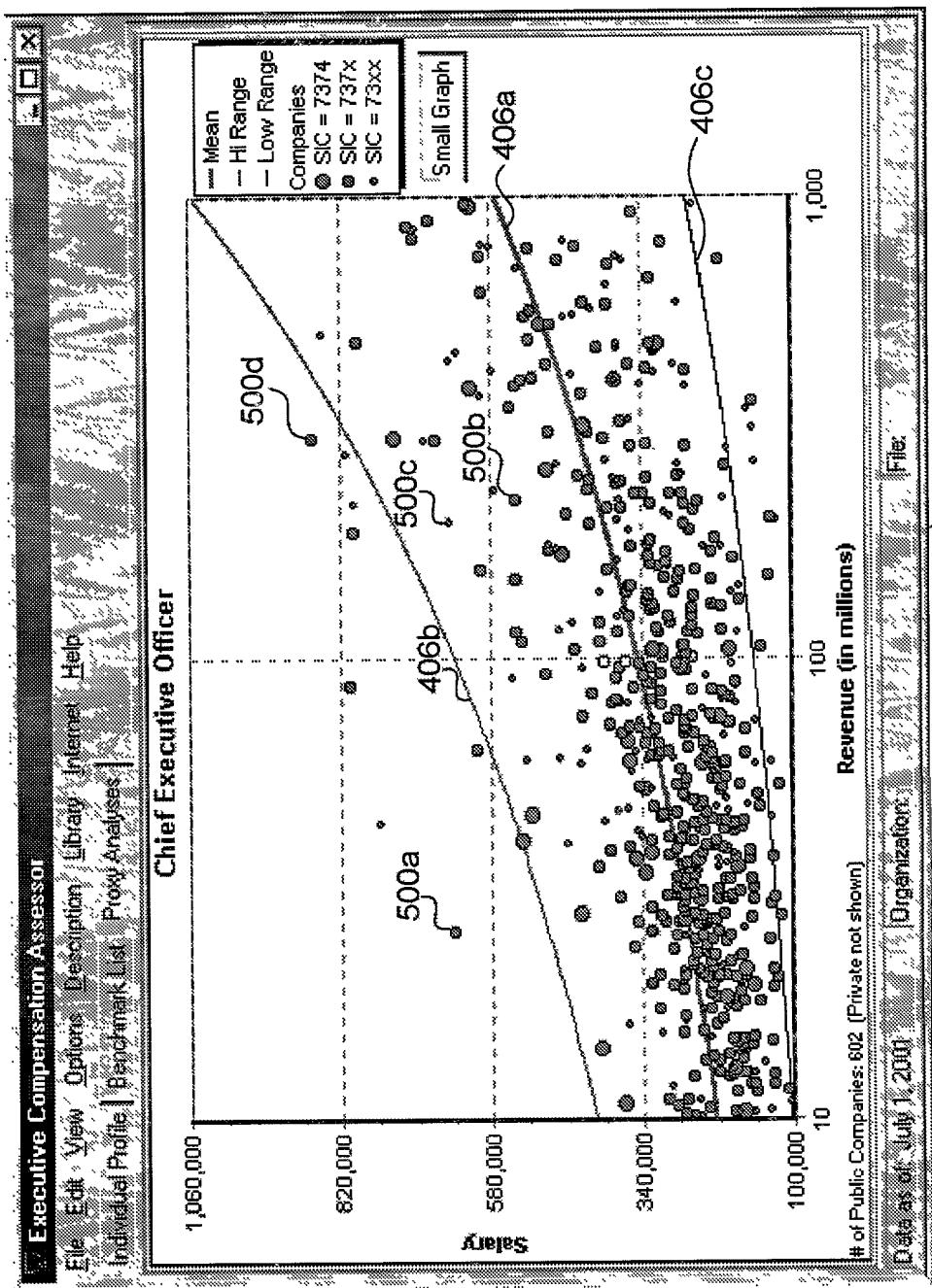


Fig. 5A

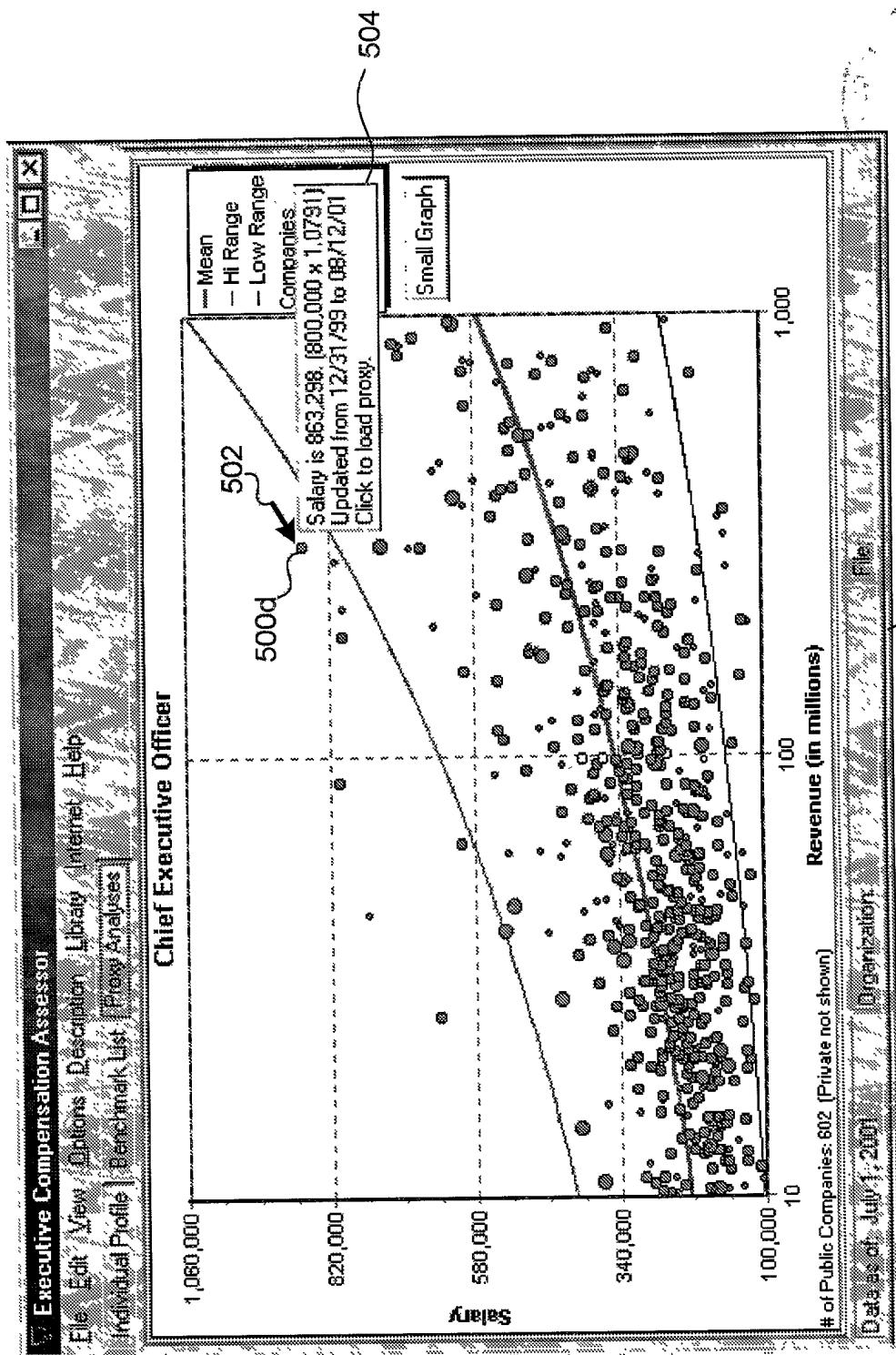


Fig. 5B

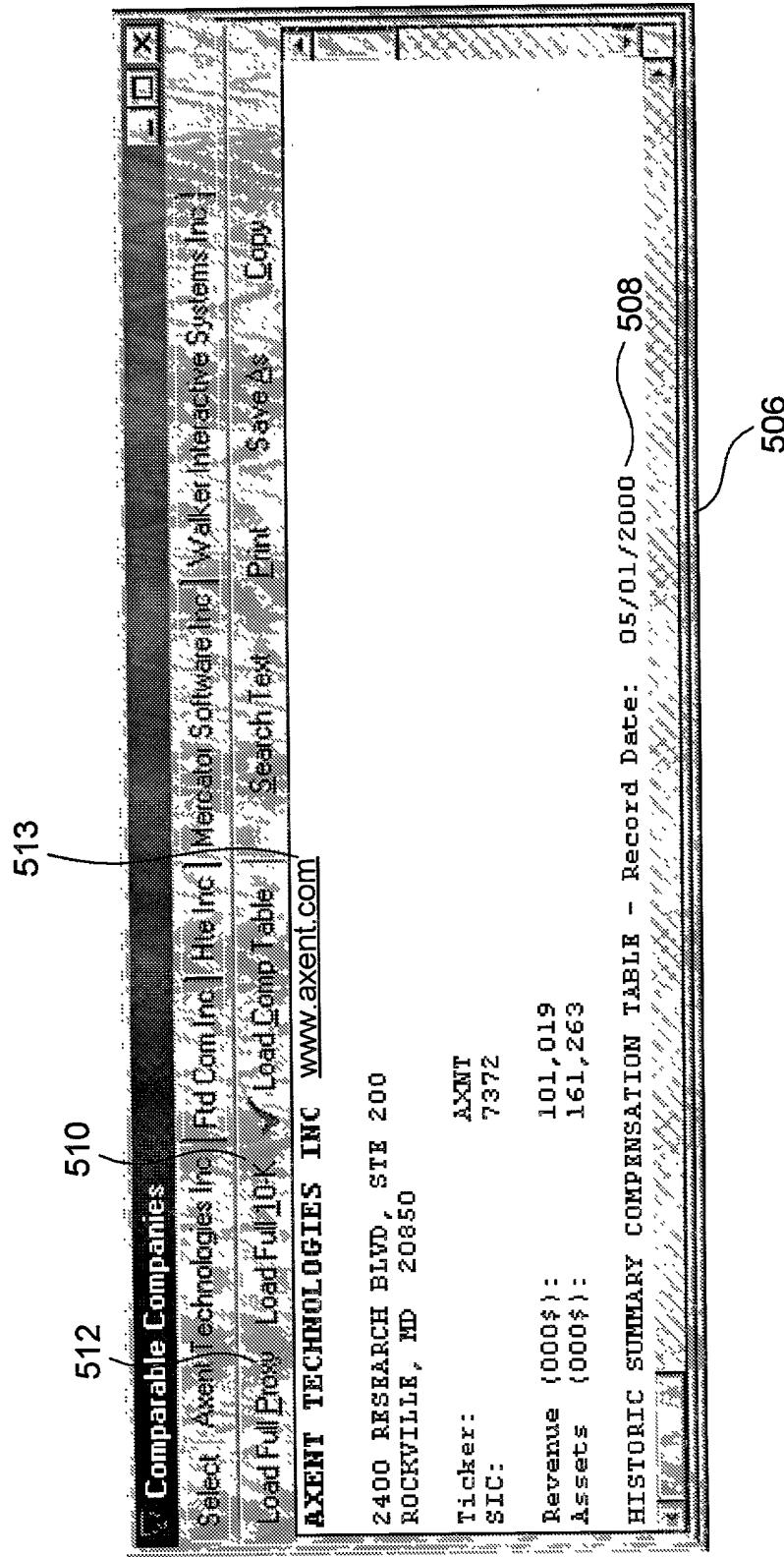


Fig. 5C

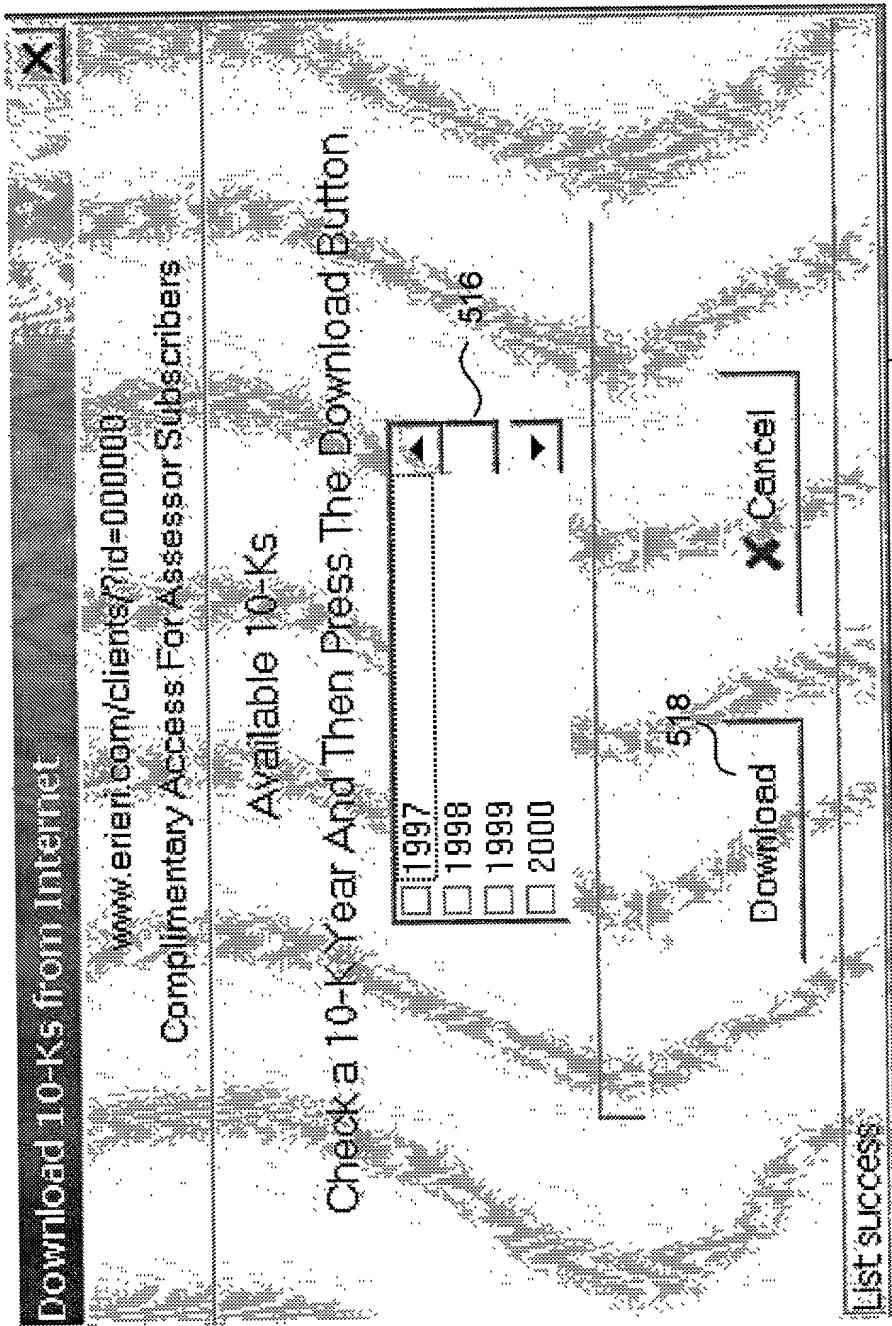


Fig. 5D

514

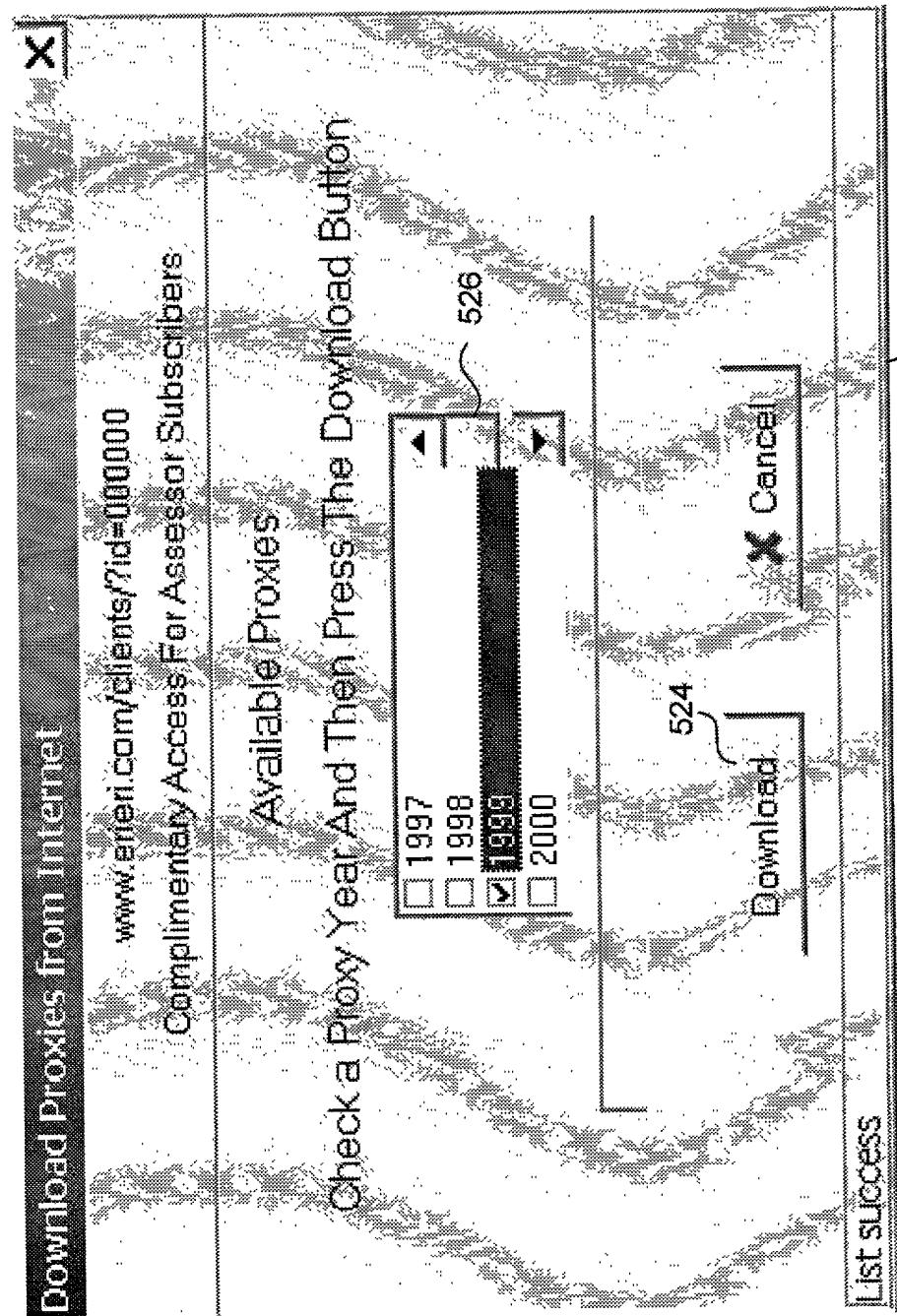


Fig. 5E

Comparable Companies

Steel West Technology Inc. EdCon Inc. Heile Meratus Software Inc. Water Measurement Systems Inc.

Successful Project Goodwill Project Land Contingent Search 1000 Print Copy

-----BEGIN PRIVACY-ENHANCED MESSAGE-----

Proc-Type: 2001, PCL-CL-AR

Originator-Name: webmaster@www.sec.gov

Originator-Key-Algorithmic:

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<SEC-DOCUMENT>000930661-99-000987.txt : 19990503

<SEC-HEADER>000930661-99-000987.htm : 19990503

ACCESSION NUMBER: 000930661-99-000987

CONFIRMED SUBMISSION TYPE: DFR 14A

PUBLIC DOCUMENT COUNT: 1

CONFIRMED PERIOD OF REPORT: 19990607

Fig. 5F

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Fig. 5G

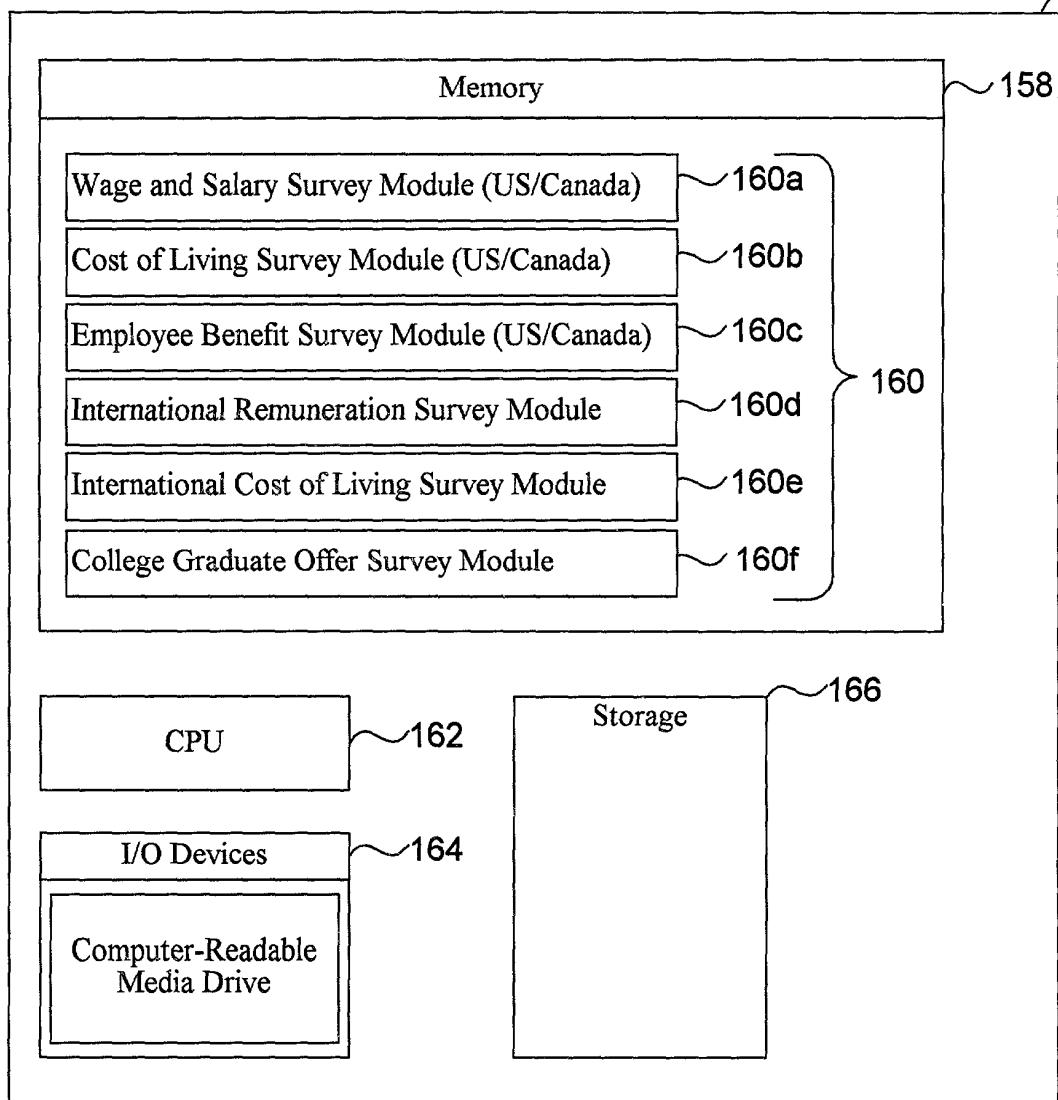


Fig. 6

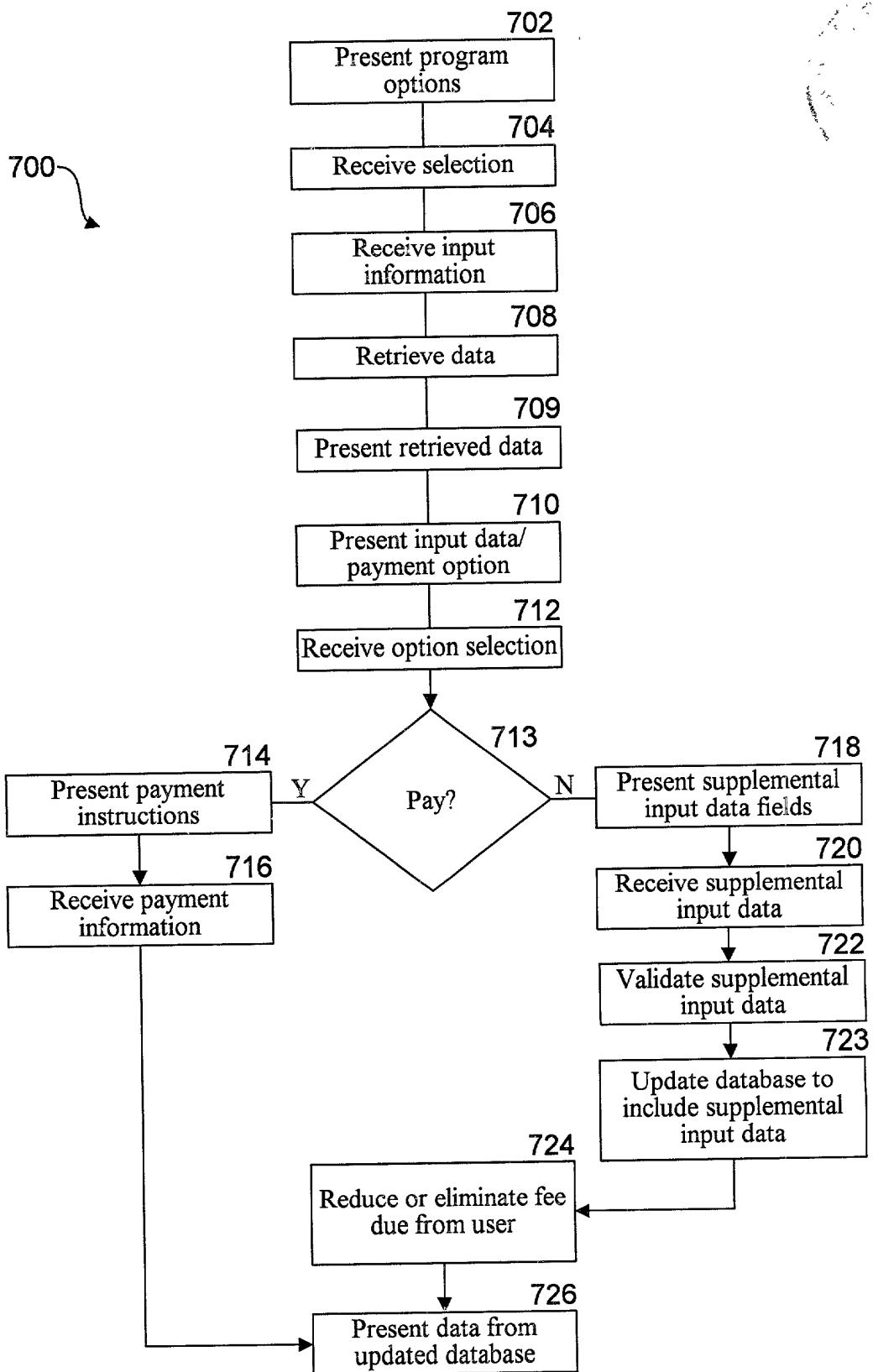


Fig. 7

[Our Story](#) | [Surveys](#) | [Decision Map](#) | [Shopping Cart](#) | [Feedback](#)

SALARIES
REVIEW.COM The Business of Pay Information

U.S./Canada Wage & Salary Report (804)

Request a report of "median", "low" and "high" wage or salary, along with an average "bonus" for any one of ~4,000 positions in any of 5,800 U.S. and Canadian locations from this on-line interactive salary survey.

Price: US \$16.00

Out of Zip: Enter a postal code now to jump to Step 4!

U.S./Canada Cost of Living: 802

U.S./Canada Employees Benefit: 808

International Remuneration: 811

International Cost of Living: 810

College Graduate Offer: 816

CPAs click here! 

Affinity Program Provider: 806

Reduced Cost of Living: 818

Alternate Titles: 800

Available Surveys

U.S./Canada Wage & Salary 

U.S./Canada Cost of Living

U.S./Canada Employees Benefit

International Remuneration

International Cost of Living

College Graduate Offer

CPAs click here!

Affinity Program Provider

Reduced Cost of Living

Alternate Titles

Step 1. Country United States 

Step 2. State/Province 

Step 3. City in Survey Area 

Step 4. Position 

Description No Position Selected

Add to Cart

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Patent Pending
This site requires the use of Microsoft Internet Explorer 4.x or above.

Fig. 8A



Please print this document now. Attempting to return to this page
may require you to provide another payment.

SA1-193-48-00016-000007510 (1)

U.S./Canada Wage & Salary Survey Report

Search Results:

Position Title:	Lan Administrator
Requested City:	Austin, Texas United States
	Austin-San Marcos, TX MSA
Salary Survey Median:	62,645 UNITED STATES DOLLARS
Survey/Source Name:	SalariesReview U.S./Canada Internet Based Salary Survey
Survey Publisher:	SalariesReview.com
Survey Publication Date:	12-Aug-2001
Latest Data Collection Date:	01-Jul-2001
Population:	40
Number of Organizations	28
Salary Survey Area:	Location Austin, TEXAS, UNITED STATES Area: Austin-San Marcos, TX MSA Counties: BASTROP, CALDWELL; HAYS, TRAVIS, WILLIAMSON

812

813

Alternate Titles

Lan Administrator, Network (lan) Administrator, Local Area Network Administrator, Computer (lan) Administrator

Survey Position Description

Responsible for evaluating, developing, maintaining, along with usage of telecommunication systems Acquires, installs, and maintains company's local area network. Reads technical manuals and brochures to determine equipment which meets establishment requirements. Assist in presenting to management recommendations related to purchasing and installing hardware, software and telecommunication equipment Manages LAN security and network performance. Establishes and implements LAN policies, procedures, and standards and ensures their conformance with information systems and company's objectives. Develops and writes procedures for installation, use, and solving problems of communications hardware and software. Instructs users in use of equipment. May oversee or assist in installation of communications hardware. May perform minor equipment repairs.

Fig. 8B

Currency: UNITED STATES DOLLARS

Position	Incumbents	Firms	Low	Median	High	Bonus
• Lan Administrator	40	28	42,174	62,645	75,152	5,010

N/R = Not Reported; N/A = Not Applicable

Exchange Rate = 1.0 UNITED STATES DOLLAR per 1 U.S. Dollar (04 Jan 2000)

814

Methodology/Disclaimer

Complete methodology for this report can be found at "www.salariesreview.com/surveys/methodology1.cfm" or by clicking the Methodology link above.

Complete Reports and In-Depth Analyses

- For a full report on cost-of-living data in 298 U.S./Canada cities (incorporating data for 88 positions surveyed by SalariesReview.com), along with demographic, cost of living, and other data affecting employment, see the:

[Geographic Reference Report](#) or

- For an interactive software program & database that calculate unlimited #'s of competitive compensation analyses for 5,000 job titles as compiled from all publicly available (over 2,000) salary surveys, including SalariesReview.com, see the:

[Salary Assessor](#)

Report Date: 12-Aug-2001

Country-of-origin values based on exchange rates effective 04-Jan-2000

End of Report

Fig. 8C

OurStory | Surveys | Decision Map | Shopping Cart | Feedback

SalariesReview.com The Business of Pay Information

U.S./Canada Wage & Salary Survey Questionnaire

To receive one free report discount, please fill out the following questionnaire. All questions must be answered. All data input subject to verification All survey data is to be entered in the currency of the country.

Available Surveys to Purchase

- [U.S./Canada Wage & Salary](#)
- [U.S./Canada Cost-of-Living](#)
- [U.S./Canada Employee Benefit](#)
- [International Remuneration](#)
- [International Cost-of-Living](#)
- [College Graduate Offer](#)

Select Survey Area

Step 1. Country 822

Step 2. State/Province 822

Step 3. City in Survey Area 824

Step 4. Position 824

Available Questionnaires

- [U.S./Canada Wage & Salary](#)
- [U.S./Canada Cost-of-Living](#)
- [U.S./Canada Employee Benefit](#)
- [International Remuneration](#)
- [International Cost-of-Living](#)
- [College Graduate](#)

Fill in the following information ... (in this country's currency.)

Step 5. Your Email Address 826

Step 6. Enter years of experience in the job and annual salary. Data should be that paid to an in-country national for the above position in the currency of the country.

In-country currency
UNITED STATES DOLLARS

828

830

832

CPAs click here!

ACPA
Affinity Program Provider

Submit Data 834

820

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Fig. 8D

OurStory | Surveyware | Decision Map | Shopping Cart | Feedback

SalariesReview.com The Business of Pay Information

U.S./Canada Cost-of-Living Report

Available Surveys

Request a report consisting of 18 key cost items affecting housing, transportation, taxes, services, and consumables for 5,400 locations from this on-line interactive survey.

Price **US \$10.00**

U.S./Canada Wage & Salary Benefit

U.S./Canada Cost of Living

U.S./Canada Employee Benefit

International Remuneration

International Cost of Living

College Graduate Offer

CPAs click here! 

Affinity Program Provider

**Reduce
Costs
Input
Data**

QuickZip  Enter a postal code now to jump to Step 3!

[Example Report](#) [Methodology](#)

Select a survey area. (Wait for the screen to refresh itself after each selection.)

Step 1. Country **United States** **Select a state/province** **Select a city**

Step 2. State/Province

Step 3. City in Survey Area



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900

Fig. 9A



Available Surveys

U.S./Canada Wage & Salary	
U.S./Canada Cost-of-Living	
U.S./Canada Employee Benefit	
International Remuneration	
International Cost-of-Living	
CPAs click here!	
	
Affinity Program Provider	

U.S./Canada Cost of Living Survey Report

Search Results:

	NANAIMO, BRITISH COLUMBIA	CANADA
Search Request:	SalariesReview International Cost-of-Living Internet Based Survey	
Survey/Source Name:	SalariesReview.com	
Survey Publisher:	22-Feb-2000	
Survey Publication Date:	01-Jan-2000	
Latest Data Collection Date:	NANAIMO, CANADA	
Cost-of-Living Survey Area:	ERI OES AREA	

902

Table 1

Observations of costs found within walking distance (2 kilometers or 1.25 miles of a city's central area). Assume a married professional or mid-management consumer with an equivalent of \$ 48,000 in U.S. earnings and American buying habits.

Category	Reported Average	# of Observations
Employee Type	U.S. CANADIAN DOLLARS	
Cost Item		
For the Traveler - Temporarily Stationed Employee	79	114 1
1. DAILY amount for meals and incidental expenses for the travelling businessperson.		
2. Hotel room - DAILY rate for average room - twin bed.	61	89 1
Taxes -		
3. Sales or Value-Added tax rate on Consumables.	5	7 1
4. Residence (owned) property tax/mill rates (1/1000).	1	1

Fig. 9B

Consumables - Temporarily Stationed Employee				
5. Price of ONE loaf of bread.	2	3	1	
6. Price of ONE adult sized white T-shirt.	4	6	1	
7. Price of ONE 'Big Mac' or equivalent 7 gram or 1/4 lb hamburger sandwich (with toppings).	3	4	1	
8. ONE container, .8 liter or 12 oz Coca Cola/equivalent.	1	1	1	
Housing - Long Term Stationed Employee				
9. Monthly rent for 2,200 sq. ft. (~190 sq. meters) home.	1,194	1,731	1	
10. MONTHLY rent for 2 bedroom (~85 sq. meters or 900 sq. ft.).	467	677	1	
11. MONTHLY utilities' cost, (~147 sq. meters or 1,560 sq. ft. residence - if available - including base telephone fee).	242	351	1	
12. MONTHLY electrical rate per kilowatt hour.	6	8	1	
Services - Long Term Stationed Employee				
13. ONE Office visit with general practitioner for periodic medical exam (physician's fee, before insurance).	70	101	1	
14. Total MONTHLY premium for median cost family HMO (or equivalent coverage ie., any National Plan).	N/R	N/R	N/A	
15. AVERAGE daily cost for a semi-private hospital room for a non-national.	573	831	1	
Transportation - Long Term Stationed Employee				
16. 2.5 Liters or 1 gallon of regular mid-level gasoline.	1	2	1	
17. ANNUAL auto insurance as a % of auto value.	4	5	1	
18. ANNUAL auto registration plus fees as a % of auto value.	0	0	1	
Cost-of-Living Comparison - Long Term Stationed Employee				
19. COL compared to U.S. \$ 48,000 in earnings.	62,343	90,397	N/A	
20. COL % compared to U.S. and Country National.	129.88	111.12	N/A	

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Complete methodology for this report can be found at "www.salariesreview.com/surveys/methodology2.cfm" or by clicking the Methodology link above.

Complete Reports and In-Depth Analyses

- Line 19 results are from ERI's Relocation Assessor's Two-City Comparison Analysis. Enter any earnings level, base and destination cities, and review the related costs, including personal income taxes.

For this interactive software program & database that calculates unlimited #'s of cost-of-living analyses between any of over 5,800 U.S./Canada and 1,400 international city/areas, see:
[Relocation Assessor](#)

Report Date: 22-Feb-2000
End of Report

906



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Fig. 9D



[U.S./Canada Cost of Living Survey Questionnaire](#)

Available Surveys to Purchase

[U.S./Canada Wage & Salary](#)

[U.S./Canada Cost of Living](#)

[U.S./Canada Employee Benefits](#)

[International Remuneration](#)

[International Cost-of-Living](#)

[College Graduate Offer](#)

To receive one free report discount, please fill out the following questionnaire. 9 of the questions must contain valid survey data to be accepted. All data input is subject to verification. All survey data is to be entered in the currency of the country.

Select Survey Area	City/Zip	Country
Step 1. Country	United States	
Step 2. State/Province	Select a state/province	
Step 3. City in Survey Area	Select a city	

Fill in the following information ... (in this country's currency)

Step 4. Your Email Address

Observations of costs found within walking distance (2 kilometers or 1.25 miles of a city's central area). Assume a married professional or mid-management consumer with an equivalent of \$ 48,000 in U.S. earnings and American buying habits

In-country currency
UNITED STATES
DOLLARS

1. Hotel room - DAILY rate for average room - twin bed.
2. DAILY amount for meals and incidental expenses for the traveling businessperson.
3. Price of ONE Big Mac or equivalent .7 gram or 1/4 lb hamburger sandwich (with toppings).
4. ONE container, .8 liter or 12 oz Coca Cola/equivalent.
5. Price of ONE adult sized white T-shirt.
6. Price of ONE loaf of bread.
7. MONTHLY rent for 2 bedroom (~65 sq. meters or 900 sq. ft.).
8. Monthly rent for 2,200 sq. ft. (~190 sq. meters) home.
9. MONTHLY utilities' cost, (~147 sq. meters or 1,560 sq. ft. residence - if available - including base telephone fee).
10. MONTHLY electrical rate per kilowatt hour.
11. ONE Office visit with general practitioner for periodic medical exam (physician's fee, before insurance).
12. AVERAGE daily cost for a semi-private hospital room for a

CPAs click here!

Affinity Program Provider

908

Fig. 9E

12. AVERAGE daily cost for a semi-private hospital room for a non-national.

13. Total MONTHLY premium for median cost family HMO (or equivalent coverage ie., any National Plan).

14. Sales or Value-Added tax rate on Consumables.

15. Residence (owned) property tax/mill rates (/1000).

910

16. 1 Liter of regular mid-level gasoline (if U.S., then 1 Gallon).

17. ANNUAL auto insurance as a % of auto value.

18. ANNUAL auto registration plus fees as a % of auto value.

Submit Data



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Fig. 9F

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RESEARCH
INSTITUTE**

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[Surveys](#)
[Decision Map](#)
[Shopping Cart](#)
[Feedback](#)

SalariesReview.com The Business of Pay Information

[U.S./Canada Employee Benefit Report](#)

Available Surveys

Request a report of employee benefit levels and issues for 48 key competitive benefit practices as found in any one of 647 metropolitan and employment areas within the 76 states and provinces from this on-line interactive survey.

Price **US \$18.00**

Postal/Zip * Enter a postal code now to jump to Step 3!
Example: Report Methodology

Select a survey area. (Wait for the screen to refresh itself after each selection.)

Step 1. Country *
Select a state/province—
Select a city—

Step 2. State/Province

Step 3. City in Survey Area

Resources

Add to Cart

1000

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Fig. 10A



[Our Story](#) [Surveys](#) [Decision Map](#) [Shopping Cart](#) [Feedback](#)

SalariesReview.com *The Business of Pay Information*

Available Surveys

U.S./Canada Wage & Salary	Search Request:	Atlanta, Georgia United States Atlanta, GA MSA
U.S./Canada Cost-of-Living	Survey/Source Name:	SalariesReview U.S./Canada Internet Based Employee Benefits Survey
U.S./Canada Employee Benefits	Survey Publisher:	SalariesReview.com
International Remuneration	Survey Publication Date:	15-Mar-2000
International Cost-of-Living	Latest Data Collection Date:	01-Jan-2000
CPAs click here!	Number of Employees:	11397
	Number of Organizations:	29
	Employee Benefits Survey Area:	ATLANTA, GEORGIA, UNITED STATES
	Employee Benefits Survey Area:	ATLANTA, GA MSA
	Major Industry Represented:	All Industry

ERI Employee Benefits Survey Report

U.S./Canada Wage & Salary	Search Request:	Atlanta, Georgia United States Atlanta, GA MSA
U.S./Canada Cost-of-Living	Survey/Source Name:	SalariesReview U.S./Canada Internet Based Employee Benefits Survey
U.S./Canada Employee Benefits	Survey Publisher:	SalariesReview.com
International Remuneration	Survey Publication Date:	15-Mar-2000
International Cost-of-Living	Latest Data Collection Date:	01-Jan-2000
CPAs click here!	Number of Employees:	11397
	Number of Organizations:	29
	Employee Benefits Survey Area:	ATLANTA, GEORGIA, UNITED STATES
	Employee Benefits Survey Area:	ATLANTA, GA MSA
	Major Industry Represented:	All Industry

Reported Averages

Category	Employee's Monthly Contribution	Single	Family
Type of Plan		38.68	146.63
Managed Care		41.63	147.7
Traditional		9.81	27.33
Dental		3.45 % (Medical)	3.45 % (Dental)
Not Known			

Employer Monthly Medical and Dental Benefit Cost

Type of Plan	Single	Family
Managed Care	165.05	455.35
Traditional	180.05	489.12

Fig. 10B

Dental	21.65	57.32
No Coverage	20.69 %	20.69 %

Payments for Time Not Worked		Number of Days			Carried Over
Years of Service	1	5	10	20	
Vacation	9.97	14.36	17.47	20.15	27.59 %
Sick Leave	10.18	13.08	15.43	16.61	37.93 %
Holidays	9.86				3.45 %
Personal Leave	3.43				3.45 %

Other Benefits Offered to Employees

Basic Group Life Insurance	96.55 %
Supplemental Life Insurance	72.41 %
Vision	44.83 %
Long Term Disability	89.66 %
Short Term Disability	89.66 %
Flexible (125) Plan - Payroll Option	44.83 %
Flexible (125) Plan - Dependent Care FSA	62.07 %
Flexible (125) Plan - Healthcare FSA	62.07 %
Employee Assistance Plan	65.52 %
Retirement - Pension Plan (Defined Benefit)	3.45 %
Retirement - Profit Sharing - 401(k)	68.97 %
Retirement - ESOP	3.45 %
Long Term Care	13.79 %

Professional Service Costs

Local area costs are not known	17.24 %
Semi-private room in hospital before insurance	229.93
Doctor's office visit before insurance (patient examination)	46.14
Dentist's office visit before insurance (patient examination)	35.98

Report Date: 15-Mar-2000
 Country-of-origin values based on exchange rates effective 28-Jan-2000
 End of Report

Fig. 10C

SalariesReview.com The Business of Pay Information

Employee Benefit Survey Questionnaire

To receive one free report discount, please fill out the following questionnaire. All questions must be answered. All data input is subject to verification. All survey data is to be entered in the currency of the country.

Fill in the following information ... (in this country's currency)

U.S./Canada Wage & Salary

U.S./Canada Cost-of-Living

U.S./Canada Employee Benefit

International Remuneration

International Cost-of-Living

College Graduate Offer

Available Questionnaires

U.S./Canada Wage & Salary

U.S./Canada Cost-of-Living

U.S./Canada Employee Benefit

International Remuneration

International Cost-of-Living

College Graduate

CPAs click here!

Affinity Program Provider

Feedback

1006

1007

0% Complete

Enter Your Email Address

Enter the zip/postal code in which you have most of your employees.

Company Size (Number of employees eligible for medical coverage)

	C	C	C	C	C	C
1-10	11-50	51-100	101-500	501-1,000	1,001-2,500	2,500+

Continue ...

Fig. 10D

20% Complete

1008

IV. Check the industry for which you are providing data (more than one may be checked)

All Industry

9999 ALL INDUSTRY

Agriculture, Forestry, Fishing & Mining

100 AGRICULTURE, FORESTRY, AND FISHING

1000 MINING

1200 COAL MINING

1300 OIL AND GAS EXTRACTION

1400 NONMETALLIC MINERALS, EXCEPT FUELS

Construction

1599 CONSTRUCTION

1600 HEAVY CONSTRUCTION, EX. BUILDING

Manufacturing

2000 MANUFACTURING

2100 TOBACCO PRODUCTS & LIQUOR PRODUCTS

2200 TEXTILE MILL PRODUCTS

2300 APPAREL AND OTHER TEXTILE PRODUCTS

2500 FURNITURE AND FIXTURES

2600 PAPER AND ALLIED PRODUCTS

2700 PRINTING AND PUBLISHING

2815 CHEMICALS AND ALLIED PRODUCTS

2830 DRUGS, MEDICINALS AND BOTANICALS

2900 PETROLEUM AND COAL PRODUCTS

3000 RUBBER AND MISC. PLASTICS PRODUCTS

3100 LEATHER AND LEATHER PRODUCTS

3200 STONE, CLAY, AND GLASS PRODUCTS

3300 PRIMARY METAL INDUSTRIES

3400 FABRICATED METAL PRODUCTS

3520 INDUSTRIAL MACHINERY AND EQUIPMENT

Fig. 10E

- 3900 MISCELLANEOUS MANUFACTURING INDUSTRIES
- Transportation & Public Utilities**
- 4010 TRANSPORTATION AND PUBLIC UTILITIES
- 4100 LOCAL AND INTERURBAN PASSENGER TRANSPORT
- 4200 TRUCKING AND WAREHOUSING
- 4400 WATER TRANSPORTATION
- 4500 TRANSPORTATION BY AIR
- 4825 COMMUNICATION
- 4830 RADIO AND TELEVISION BROADCASTING
- 4910 ELECTRIC, GAS, AND SANITARY SERVICE
- 4920 PIPELINES, EXCEPT NATURAL GAS
- 4930 COMBINATION UTILITY SERVICES
- Wholesale Trade**
- 5000 WHOLESALE TRADE-DURABLE GOODS
- 5040 PROFESSIONAL & COMMERCIAL EQUIPMENT
- 5100 WHOLESALE TRADE-NONDURABLE GOODS
- Retail Trade**
- 5200 FURNITURE AND HOMEFURNISHINGS STORE
- 5300 APPAREL AND ACCESSORY STORES
- 5400 FOOD STORES
- 5500 AUTOMOTIVE DEALERS, REPAIR & STATIONS
- Finance**
- 6020 DEPOSITORY INSTITUTIONS
- 6060 CREDIT UNIONS
- 6100 NONDEPOSITORY INSTITUTIONS
- 6210 HOLDING AND OTHER INVESTMENT OFFICE
- 6355 INSURANCE CARRIERS
- 6411 INSURANCE AGENTS, BROKERS, & SERVIC
- 6511 REAL ESTATE
- 6790 MISCELLANEOUS INVESTING, TRUSTS
- Services**
- 7000 SERVICES
- 7371 COMPUTER SOFTWARE PREPACKAGED
- 7379 COMPUTER AND DATA PROCESSING SERVICES
- 7389 BUSINESS SERVICES

Fig. 10F

- 7800 MOTION PICTURES
- 7900 AMUSEMENT & RECREATION SERVICES
- 8015 HEALTH SERVICES
- 8050 HOSPITALS
- 8200 MUSEUMS, BOTANICAL, ZOOLOGICAL GARDENS
- 8200 EDUCATIONAL SERVICES
- 8600 NONPROFIT ORGANIZATIONS
- 8710 ENGINEERING & MANAGEMENT SERVICES
- 8980 LEGAL SERVICES
- Government**
- 9000 PUBLIC ADMINISTRATION

1012

Continue

Fig. 10G

1014

V. Employee's Monthly Contribution			
	Single	Family	Not Known
Managed Care (HMO/ National or State Plan)	6	9	<input checked="" type="checkbox"/> 12
PPO, Indemnity	7	10	
Dental	8	11	<input checked="" type="checkbox"/> 13

1015

VI. Employer's Monthly Medical and Dental Benefit Cost (if known)			
	Single	Family	No Coverage
Managed Care (HMO)	45	48	<input checked="" type="checkbox"/> 51
Traditional (PPO, Indemnity)	46	49	
Dental	47	50	<input checked="" type="checkbox"/> 52

1016

Benefit	Number of days (Round down to whole number)				Length of service (Round down to whole number years)	Can carry over to next year if not used? (Check box if "Yes")
	1	5	10	20		
Years of Service	1	5	10	20		
Vacation	29	30	31	32	27	<input checked="" type="checkbox"/> 33
Sick Leave	34	36	36	37	28	<input checked="" type="checkbox"/> 38
Holidays	39					<input checked="" type="checkbox"/> 40
Personal Leave	41					<input checked="" type="checkbox"/> 42

1018

VIII. Any other benefits offered by your organization?	
PLAN (Check all that applies)	
<input type="checkbox"/> Basic Group Life Insurance 14	<input type="checkbox"/> U.S. (125) Plan - Pretax Payroll Deductions 19
<input type="checkbox"/> Supplemental Life Insurance 15	<input type="checkbox"/> U.S. (125) Plan - Dependent Care FSA 20
<input type="checkbox"/> Vision 16	<input type="checkbox"/> U.S. (125) Plan - Healthcare FSA 21
<input type="checkbox"/> Long Term Disability 17	<input type="checkbox"/> Employee Assistance Plan 22
<input type="checkbox"/> Short Term Disability 18	<input type="checkbox"/> Retirement - Pension Plan (Defined Benefit) 23
	<input type="checkbox"/> Retirement Profit Sharing 401(k) 24
	<input type="checkbox"/> Retirement ESOP 25
	<input type="checkbox"/> Long Term Care 26

1020

IX. Professional Service Costs		Not Known
Cost of hospital semi-private room before insurance	54	
Cost of visit to doctor's office (Patient examination) before insurance	55	<input checked="" type="checkbox"/> 53
Cost of visit to dentist's office (Routine examination) before insurance	56	

Fig. 10H

Our Story Surveys Decision Map Shopping Cart Feedback

SalariesReview.com The Business of Pay Information

International Remuneration Report

Request a report of "median", "low" and "high" wage or salary, along with an average bonus" for up to ~4,000 positions in any of 210 different countries from this online, interactive salary survey from this on-line interactive survey.

U.S./Canada Wage & Salary **Price** **US \$18.00**

Available Surveys

U.S./Canada Employee Benefit

International Remuneration

International Cost of Living

College Graduate Offer

CFA As click here!

Affinity Program Provider

Reduced Cost of Living Data

Example Report Methodology

Select a area/position. (Wait for the screen to refresh itself after each selection.)

Step 1. Country **Step 2. City in Survey Area** **Step 3. Position**

-Select a country- **-Select a city-** **-Select a position-**

Description - No Position Selected
Alternate Titles

Add to Cart

1100

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Patent Pending.
This site requires the use of Microsoft Internet Explorer 4.0 or above.

Fig. 11A



Available Surveys

International Remuneration Survey Report

Search Results:

Position Title:	General Clerk
Requested City:	TAMPERE, FINLAND
Salary Survey Median:	101,351 MARKKAA (FINNMARK)
Survey/Source Name:	SalariesReview International Internet Based Salary Survey
Survey Publisher:	SalariesReview.com
Survey Publication Date:	22-Feb-2000
Latest Data Collection Date:	01-Jan-2000
Population:	10
Number of Organizations:	5
Salary Survey Area:	TAMPERE, FINLAND

1102 Alternate Titles

General Clerk; Office Clerk; Clerk General

Survey Position Description

Performs any combination of following and similar clerical duties requiring limited knowledge of systems or procedures: Writes, types, or enters information into computer, using keyboard, to prepare correspondence. Prepares, issues, and sends out receipts, bills, policies, invoices, statements, and checks. May compute wages, taxes, premiums, commissions, and payments. Tabulates and posts data in record books. Proofreads records or forms. Counts, weighs, or measures material. Sorts and files records. Receives money from customers and deposits money in bank. Addresses envelopes or packages by hand or with typewriter or addressograph machine. Stuffs envelopes by hand or with envelope stuffing machine. Adjusts complaints. Operates office machines, such as typewriter, adding, calculating, and duplicating machines. Opens and routes incoming mail, answers correspondence, and prepares outgoing mail. Answers telephone, conveys messages, and runs errands. Stamps or numbers forms by hand or machine. Photocopies documents, using photocopier.

Fig. 11B

Table 1

Currency: U.S. DOLLARS	Position			Incumbents	Firms	Low	Median	High	Bonus
	• General Clerk	10	5	12,270		16,808		20,674	0
Country of Origin Currency: MARKKA (FINNMARK)	Position			Incumbents	Firms	Low	Median	High	Bonus
• General Clerk	10	5		73,986		101,351		124,662	0

N/R = Not Reported; N/A = Not Applicable

Exchange Rate = 6.03 MARKKA (FINNMARK) per 1 U.S. Dollar (04 Jan 2000)

Methodology/Description

Complete methodology for this report can be found at
"www.salariesreview.com/surveys/methodology1.cfm" or by clicking the Methodology link above.

Complete Reports and In-Depth Analyses

- For a full report on cost-of-living data in 210 countries (incorporating all data for the 18 cost items surveyed by SalariesReview.com), along with demographic, salary, and other data affecting employment see:
[International Reference Report](#) or
[Relocation Assessor](#)
- For an interactive software program & database that calculates unlimited #'s of cost-of-living analyses between any of over 5,800 U.S./Canada and 1,400 international city/areas, see:
[Relocation Assessor](#)

Report Date: 22-Feb-2000
Country-of-origin values based on exchange rates effective 04-Jan-2000
End of Report


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1104

Fig. 11C

Our Story | Surveys | Decision Map | Shopping Cart | Feedback | SalariesReview.com The Business of Pay Information

Available Surveys to Purchase

[U.S./Canada Wage & Salary](#)
[U.S./Canada Cost-of-Living](#)
[U.S./Canada Employee Benefit](#)
[International Remuneration](#)
[International Cost-of-Living](#)
[College Graduate Offer](#)

Available Questionnaires

[U.S./Canada Wage & Salary](#)
[U.S./Canada Cost-of-Living](#)
[U.S./Canada Employee Benefit](#)
[International Remuneration](#)
[International Cost-of-Living](#)
[College Graduate](#)

CPAs click here 
Affinity Program Provider

International Remuneration Survey Questionnaire

To receive one free report discount, please fill out the following questionnaire. All questions must be answered. All data input is subject to verification. All survey data is to be entered in the currency of the country.

Select Survey Area

Step 1. Country 

Step 2. City in Survey Area 

Step 3. Position 

Fill in the following information ... (in this country's currency)

Step 4. Your Email Address

Step 5. Enter years of experience in the job and annual salary.
Data should be that paid to an in-country national for the above position in the currency of the country.

1. Years of experience in the position.
2. Annual salary now paid.
3. Annual bonus/incentive now paid.

In-country currency

Submit Data

1106

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Fig. 11D



Our Story [SalariesReview.com](#) Decision Map Shopping Cart Feedback

SalariesReview.com The Business of Pay Information

Available Surveys

U.S./Canada Wage & Salary	U.S./Canada Employee Benefit
International Remuneration	International Cost-of-Living
CPAs click here!	

Affinity Program Provider

International Cost of Living Survey Report

Search Results:

Search Request:	VICTORIA, HONG KONG
Survey/Source Name:	SalariesReview International Cost-of-Living Internet Based Survey
Survey Publisher:	SalariesReview.com
Survey Publication Date:	22-Feb-2000
Latest Data Collection Date:	01-Jan-2000
Cost-of-Living Survey Area:	VICTORIA, HONG KONG

Table 1

1202 Observations of costs found within walking distance (2 kilometers or 1.25 miles of a city's central area). Assume a married professional or mid-management consumer with an equivalent of \$ 48,000 in U.S. earnings and American buying habits.

Category	Average	# of	
Employee Type	U.S. DOLLARS	HONG KONG DOLLARS	Observations
For the Traveler - Temporarily Stationed Employee			
1. DAILY amount for meals and incidental expenses for the traveling businessperson.	161	1,256	1
2. Hotel room - DAILY rate for average room - twin bed.	345	2,683	1

Fig. 12B

Taxes -						
3. Sales or Value-Added tax rate on Consumables.	N/R			N/R	N/A	
4. Residence (owned) property tax/mill rates (1000).	N/R			N/R	N/A	
Consumables - Temporarily Stationed Employee						
5. Price of ONE loaf of bread.	3		20	1		
6. Price of ONE adult sized white T-shirt.	6		45	1		
7. Price of ONE 'Big Mac' or equivalent .7 gram or 1/4 lb hamburger sandwich (with toppings).	4		27	1		
8. ONE container, .8 liter or 12 oz Coca Cola/equivalent.	1		7	1		
Housing - Long Term Stationed Employee						
9. Monthly rent for 2,200 sq. ft. (~190 sq. meters) home.	13,594		105,761	1		
10. MONTHLY rent for 2 bedroom (~85 sq. meters or 900 sq. ft.).	6,676		51,939	1		
11. MONTHLY utilities' cost, (~147 sq. meters or 1,560 sq. ft. residence - if available - including base telephone fee).	329		2,556	1		
12. MONTHLY electrical rate per kilowatt hour.	11		87	1		
Services - Long Term Stationed Employee						
13. ONE Office visit with general practitioner for periodic medical exam (physician's fee, before insurance).	90		699	1		
14. Total MONTHLY premium for median cost family HMO (or equivalent coverage ie., any National Plan).	761		5,920	1		
15. AVERAGE daily cost for a semi-private hospital room for a non-national.	316		2,462	1		
Transportation - Long Term Stationed Employee						

1204

Fig. 12C

16. 2.5 Liters or 1 gallon of regular mid-level gasoline. 2 19 1

17. ANNUAL auto insurance as a % of auto value. 1 6 1

18. ANNUAL auto registration plus fees as a % of auto value. 0 1 1

Cost-of-Living Comparison - Long Term Stationed Employee			
19. COL compared to U.S. \$ 48,000 in earnings.	181,722	1,413,797	N/A
20. COL % compared to U.S. and Country National.	378.59	101.17	N/A

NR = Not Reported; N/A = Not Applicable

Exchange Rate = 7.78 HONG KONG DOLLAR per 1 U.S. Dollar (04 Jan 2000)

Methodology/Description

Complete methodology for this report can be found at ["www.salariesreview.com/surveys/methodology4.cfm"](http://www.salariesreview.com/surveys/methodology4.cfm) or by clicking the Methodology link above.

Complete Reports and In-Depth Analyses

• For a full report on cost-of-living data in 210 countries (incorporating all data for the 18 cost items surveyed by SalariesReview.com), along with demographic, salary, and other data affecting employment see: [International Reference Report](#) or [Relocation Assessor](#)

• Line 19 results are from ERI's Relocation Assessor's Two-City Comparison Analysis. Enter any earnings level, base and destination cities, and review the related costs, assuming tax equalization by the employer.

For this interactive software program & database that calculates unlimited #'s of cost-of-living analyses between any of over 5,800 U.S./Canada and 1,400 international city/areas, see:
[Relocation Assessor](#)

Fig. 12D

Report Date: 22-Feb-2000
Country-of-origin values based on exchange rates effective 04-Jan-2000
End of Report

OurStory | Survey's | Decision Map / Shopping Cart | Feedback | SalariesReview.com - The Business of Pay Information

International Cost of Living Survey Questionnaire

To receive one free report discount, please fill out the following questionnaire. 9 of the questions must contain valid survey data to be accepted. All data input is subject to verification. All survey data is to be entered in the currency of the country.

Select Survey Area

Step 1. Country

Step 2. City in Survey Area

Fill in the following information ... (in this country's currency)

Step 3. Your Email Address

Observations of costs found within walking distance (2 kilometers or 1.25 miles of a city's central area). Assume a married professional or mid-management consumer with an equivalent of \$ 48,000 in U.S. earnings and American buying habits.

In-country currency

1. Hotel room - DAILY rate for average room - twin bed.

2. DAILY amount for meals and incidental expenses for the traveling businessperson.

3. Price of ONE 'Big Mac' or equivalent .7 gram or 1/4 lb hamburger sandwich (with toppings).

4. ONE container, .8 liter or 12 oz Coca Cola/Equivalent.

5. Price of ONE adult sized white T-shirt.

6. Price of ONE loaf of bread.

7. MONTHLY rent for 2 bedroom (~85 sq. meters or 900 sq. ft.).

8. Monthly rent for 2,200 sq. ft. (~190 sq. meters) home.

9. MONTHLY utilities' cost, (~147 sq. meters or 1,560 sq. ft. residence - if available - including base telephone fee).

10. MONTHLY electrical rate per kilowatt hour.

11. ONE Office visit with general practitioner for periodic medical exam (physician's fee, before insurance).

12. AVERAGE daily cost for a semi-private hospital room for a non-national.

Available Surveys to Purchase

[U.S./Canada Wage & Salary](#)

[U.S./Canada Cost of Living](#)

[U.S./Canada Employee Benefit](#)

[International Remuneration](#)

[International Cost of Living](#)

[College Graduate Offer](#)

Available Questionnaires

[U.S./Canada Wage & Salary](#)

[U.S./Canada Cost of Living](#)

[U.S./Canada Employee Benefit](#)

[International Remuneration](#)

[International Cost of Living](#)

[College Graduate](#)

CPAs click here!



Affinity Program Provider

1208

Fig. 12E

13. Total **MONTHLY** premium for median cost family HMO (or equivalent coverage (i.e., any National Plan)).

14. Sales or Value-Added tax rate on **Consumables**.

15. Residence (owned) property tax/mill rates (**/1000**).

16. 1 Liter of regular mid-level gasoline (if U.S., then 1 Gallon).

17. **ANNUAL** auto insurance as a % of auto value.

18. **ANNUAL** auto registration plus fees as a % of auto value.

Submit Data

1210

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Fig. 12F

Our Story | Surveys | Decision Map | Shopping Cart | Feedback

SalariesReview.com The Business of Pay Information

College Graduate Offer Report

Request a report of the median first year offer (salary and incentive) for any of 1,800 Bachelor, Masters, or Doctorate degrees from U.S., Canada and International locations. (Data is gathered for 2,750 International and 2,350 U.S. colleges and universities.)

Price US \$18.00

US/Canada Wage & Salary

US/Canada Cost of Living

U.S./Canada Employee Benefit

International Remuneration

College Graduate Offer

CPAs click here!

ERI
Affinity Program Provider

Enter degree and employment area. (Wait for the screen to refresh itself after each selection.)

Step 1. Country of Employment Offer

Step 2. Equivalent Degree

Step 3. Discipline

Enter degree and employment area. (Wait for the screen to refresh itself after each selection.)

United States

Bachelors

-Select a degree/discipline-

Reduce Cost
of Doing
Business

1300

1300

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Fig. 13A



Available Surveys

U.S./Canada Wage & Salary

U.S./Canada Cost-of-Living
U.S./Canada Employee Benefit

International Remuneration

International Cost-of-Living

College Graduate Offer

CPAs click here!

Affinity Program Provider

Reduce Cost
Input Data

U.S./Canada Wage & Salary Survey Report

Search Results:

Position Title:	Lan Administrator
Requested City:	Austin, Texas United States
Salary Survey Median:	Austin-San Marcos, TX USA
Survey/Source Name:	63,303 UNITED STATES DOLLARS
Survey Publisher:	SalariesReview U.S./Canada Internet Based Salary Survey
Survey Publication Date:	SalariesReview.com
Latest Data Collection Date:	30-Mar-2000
Population:	01-Jan-2000
Number of Organizations:	49
Salary Survey Area:	34
	Location: Austin, TEXAS, UNITED STATES
	Area: AUSTIN-SAN MARCOS, TX USA
	Counties: BASTROP; CALDWELL; HAYS; TRAVIS; WILLIAMSON

Alternate Titles

Lan Administrator; Network (lan) Administrator; Local Area Network Administrator; Computer (lan) Administrator

Survey Position Description

Responsible for evaluating, developing, maintaining, along with usage of telecommunication systems. Acquires, installs, and maintains company's local area network. Reads technical manuals and brochures to determine equipment which meets establishment requirements. Assist in presenting to management recommendations related to purchasing and installing hardware, software and telecommunication equipment. Establishes and implements LAN policies, procedures, and standards and ensures their conformance with information systems and company's

1302

Fig. 13B

objectives. Develops and writes procedures for installation, use, and solving problems of communications hardware and software. Instructs users in use of equipment. May oversee or assist in installation of communications hardware. May perform minor equipment repairs.

Table 1

Currency: U.S. DOLLARS	Incumbents	Firms	Low	Median	High	Bonus
Position						
• Lan Administrator	49	34	43,255	63,303	77,079	5,138

N/R = Not Reported; N/A = Not Applicable
Exchange Rate = 1.0 UNITED STATES DOLLAR per 1 U.S. Dollar (28 Jan 2000)

Methodology/Disclaimer

Complete methodology for this report can be found at
"www.salariesreview.com/surveys/methodology1.cfm" or by clicking the Methodology link above.

Complete Reports and In-Depth Analyses

- For a full report on cost-of-living data in 298 U.S./Canada cities (incorporating data for 88 positions surveyed by SalariesReview.com), along with demographic, cost of living, and other data affecting employment, see the:
Geographic Reference Report or

- For an interactive software program & database that calculate unlimited #'s of competitive compensation analyses for 5,000 job titles as compiled from all publicly available (over 2,000) salary surveys, including SalariesReview.com, see the:
Salary Assessor

1304

Report Date: 30-Mar-2000
Country-of-origin values based on exchange rates effective 28-Jan-2000
End of Report

Fig. 13C

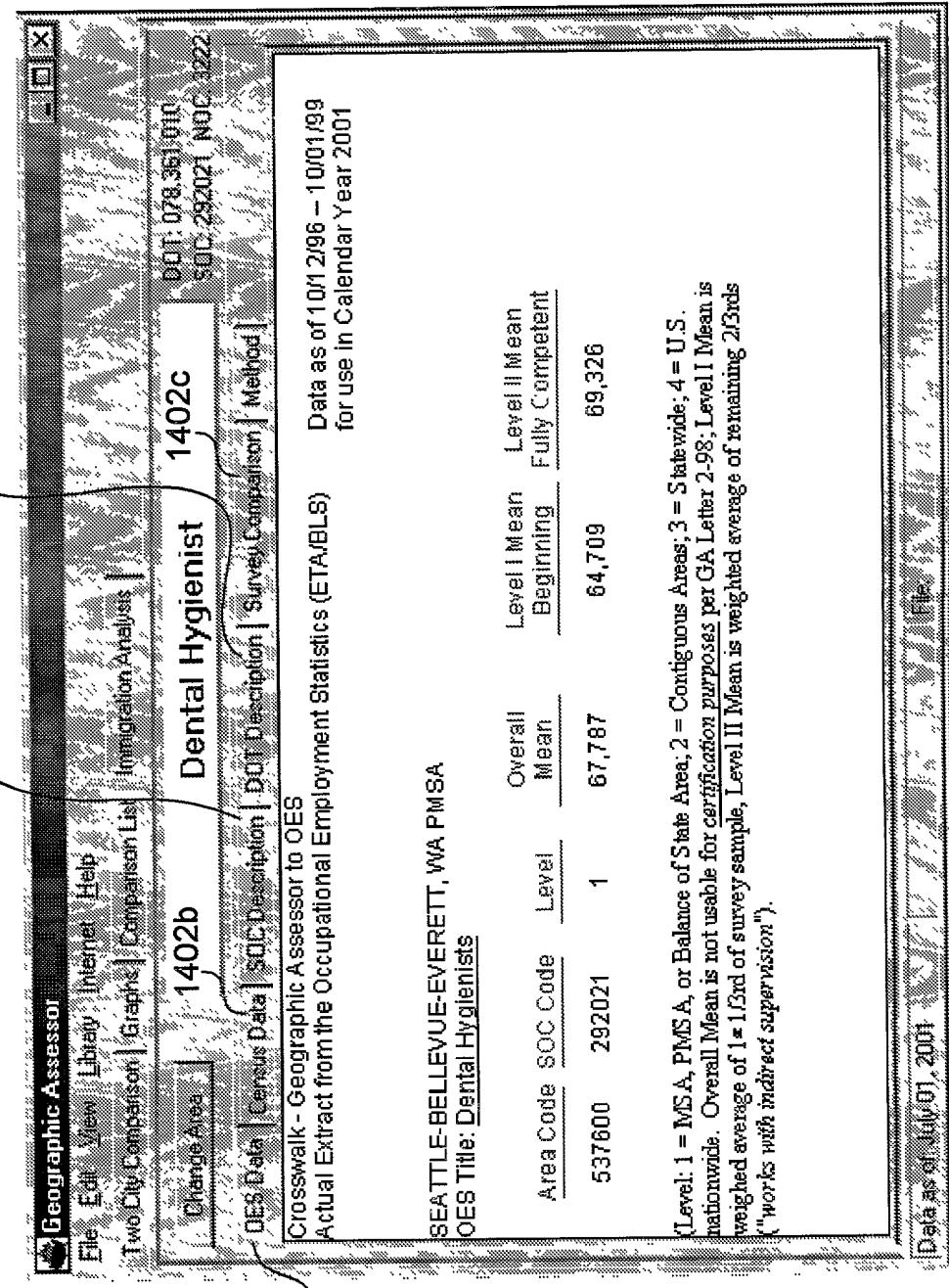


Fig. 14A

1400

Geographic Assessor

File Edit View Filter Internet Help

Two City Comparison | Graphs | Comparison List | Immigration Analysis

Charge Area: Dental Hygienist DOT: 598.361-010
SOC: 29-2021 NUC: 3222

DES Data | Census Data | SOC Description | O*NET Description | Survey Comparison | Method

Survey Position Title: Dental Hygienist Search

Retrieve Latest SalariesReview
Salary Median Estimate (free) Submit

Retrieve Watson Wyatt Salary Survey (for fee)

Weighted Average: 10 ERI Salary Assessor's compensation projected mean derived from multiple surveys is not appropriate

Survey/Source Name: Survey Publisher:

Survey Publication Date: 1/1/00 ERI's Projected Median, based on time series analyses of multiple data sources projecting real time data indicates a projected median less than

Survey Data Effective Date: 1/1/00

Data as of: April 01, 2001 File

1404

Fig. 14B

Geographic Assessor

File Edit View Library Internet Help

Two City Comparison Graph Comparison List Immigration Analysis

Change Area: Dental Hygienist

ODE Data Census Data SOC Description DOT Description Survey Comparison Method

Survey Position Title: Dental Hygienist Search

Retrieve Latest Salaries Review
Salary Median Estimate (free)

Submit 7356 of 9 retrieved
Download Succeeded
Transaction Completed
Disconnected

Retrieve Watson Wyatt Salary Survey (fee)

Review Survey Report Page

1406

Salary Survey Median: 52,340 ERI Salary Assessors consensus projected mean derived from multiple surveys is not appropriate.

Survey Source Name: ERI U.S./Canada Internet Based Salary Survey

Survey Publisher: ERI Economic Research Institute

Survey Publication Date: 8/12/01 ERI's Projected Median, based on time series analysis of multiple data sources, projecting recent data, indicates a projected median less than the published OES Level II (approximately the 50th percentile) for this job. Review Survey Sources, call (800) 292-2681 for referral to consulting firms that offer commissioned survey services.

Survey Data Effective Date: 8/1/01

Number of Employees: 1,249

Number of Organizations: 490

Survey Page Number: 4,026

Employer Location: Everett, Washington

Salary Survey Area: Island, King, Snohomish

OES Area: SEATTLE-BELLEVUE-EVERETT, WA PMSA

Survey Position Description: Dental Hygienist

Data as of: April 01, 2001 File:

Fig. 14C

1408

U.S./Canada Wage & Salary Survey Report

Search Request:

Dental Hygienist
Seattle, Washington, United States
Seattle-Bellevue-Everett, WA PMSA
Date Effective 01-Jul-2001

Search Results:

Survey Position Title	Dental Hygienist
Salary Survey Merchant	US\$ 52,340
Survey/Source Name	ERI U.S./Canada Internet Based Salary Survey
Survey Publisher:	ERI Economic Research Institute
Survey Publication Date	12-Aug-2001
Latest Data Collection Date:	01-Jul-2001
Number of Employees	1,249
Number of Organizations	450
Salary Survey Area	Seattle
Alternate Titles	Seattle-Bellevue-Everett, WA PMSA
Medical Dental Hygienist	

Survey Position Description:

Performs dental prophylaxis. Cleans calcareous deposits, accretions, and stains from teeth and beneath margins of gums, using dental instruments. Feels lymph nodes under patient's chin to detect swelling or tenderness that could indicate presence of oral cancer. Feels and visually examines gums for sores and signs of disease. Examines gums, using probes, to locate periodontal recessed gums.

Internet

Done

Fig. 14D